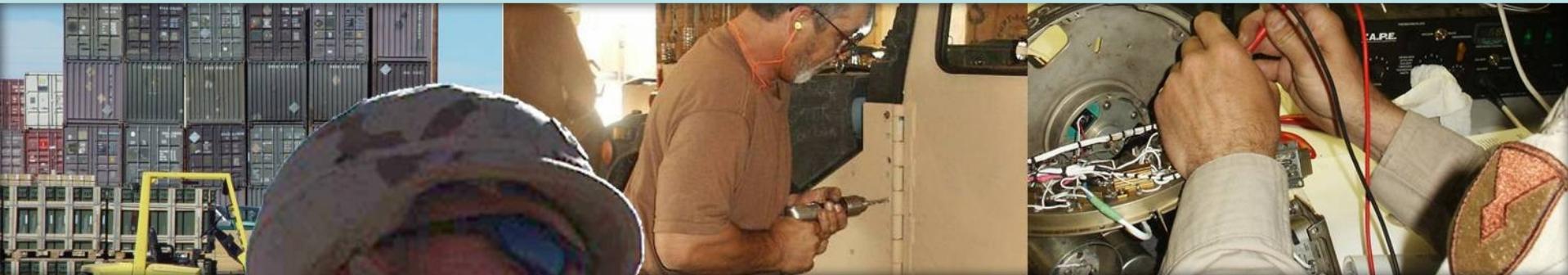




Review of 51C, Contracting and Production Area of Concentration



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Director of Contracting, HQ AMC
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51C Area of Concentration (AOC)

Review Outline

- Background
- IPT's Findings
- Structure and Status
- Career Path
- Conclusions and Recommendations

51C Area of Concentration (AOC) Review

Objectives of the review: Provide recommendations concerning the contingency contracting force structure and the 51C career path.

Background

- LTG Yakovac requested review of the 51C AOC to:
 - **Determine if a separate 51C track is needed within the Army Acquisition Corps.**
 - **Determine the skill sets and experience needed to support the contingency contracting mission.**
 - **Determine the minimum number of uniformed contracting officers needed to support the contingency contracting mission.**
 - **Insure a viable career path which supports the contingency contracting mission and allows all acquisition corps uniformed officers the opportunity to compete for critical acquisition senior level positions.**
 - **Determine whether DCMA Commander positions need to be filled by acquisition corps uniformed officers with contracting skills.**

Background

Integrated Process Team was chartered and led by AMC (Jeff Parsons) and Acquisition Support Center (Craig Spisak) with representatives from:

- ASA(ALT) -- AMC
- Army G1 -- ASC
- COE -- DCMA
- NGB -- HRC
- ACA -- MEDCOM
- OCAR

Background

Approach:

- Two-day off-site for the IPT
- Small working group meetings
- Survey of DCMA Commanders
- Benchmarked against Air Force Military Contract Review

IPT's Findings

IPT Findings: Why Does the Army Need Uniformed Contracting Officers?

- Integrate Planning and Contracting for Combat Conditions
 - Reach back support, contractors on the battlefield, interface with PEOs, logistics structure and DFAS, legal and IT
- Conduct Operational Execution in Combat Conditions
 - Need military/war fighter knowledge and experience
- Infuse Military Knowledge/Skills into Contracting
 - Field experience strengthens links to Combatant Commands
- Ability to Inform and Influence Leadership at all Levels of Command

IPT Findings: 51C Skills

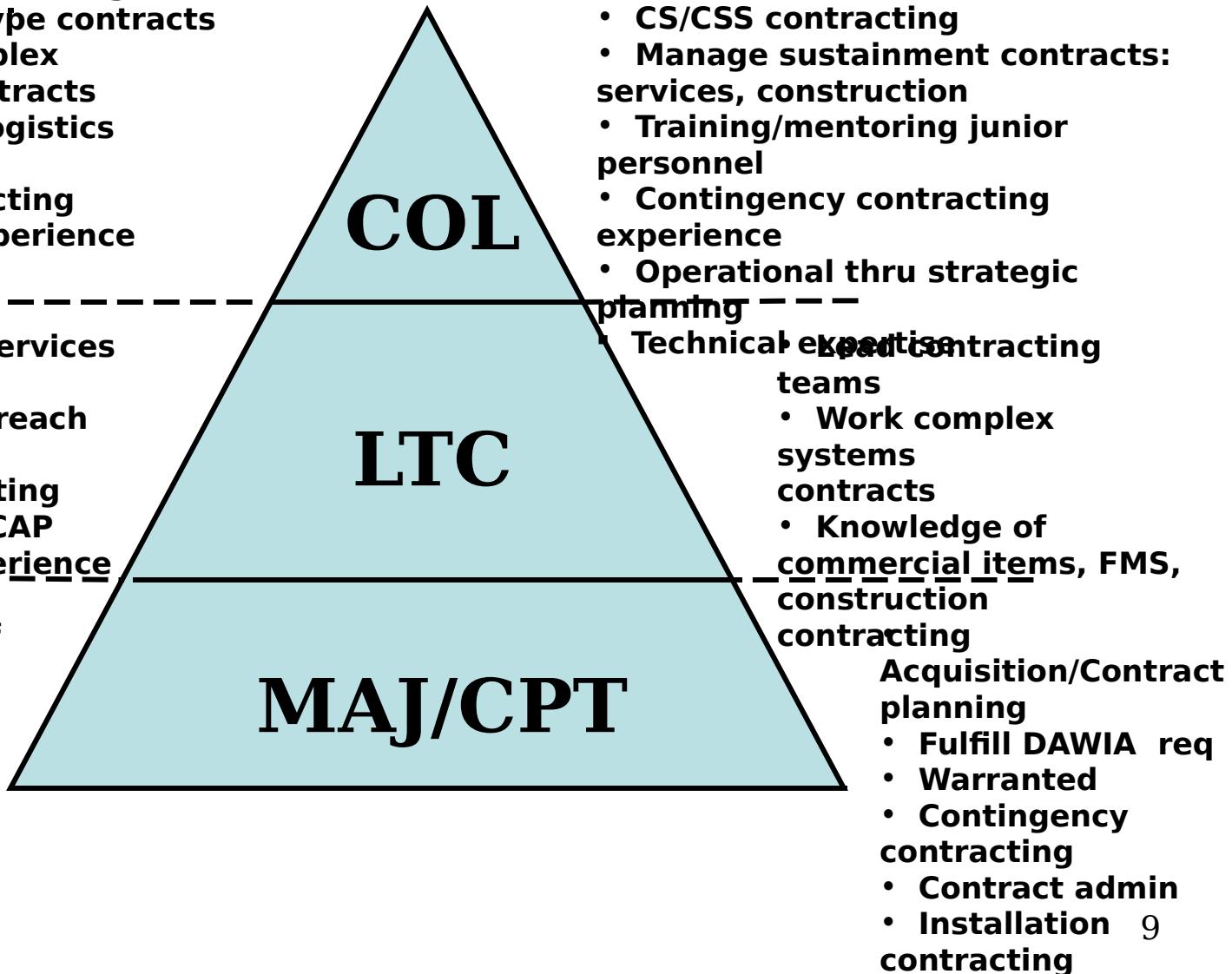
- Manage high risk/high visibility cost type contracts
- Manage complex installation contracts
- Contractor Logistics Support
- Reset contracting
- Joint staff experience

- Installation/Services Contracts

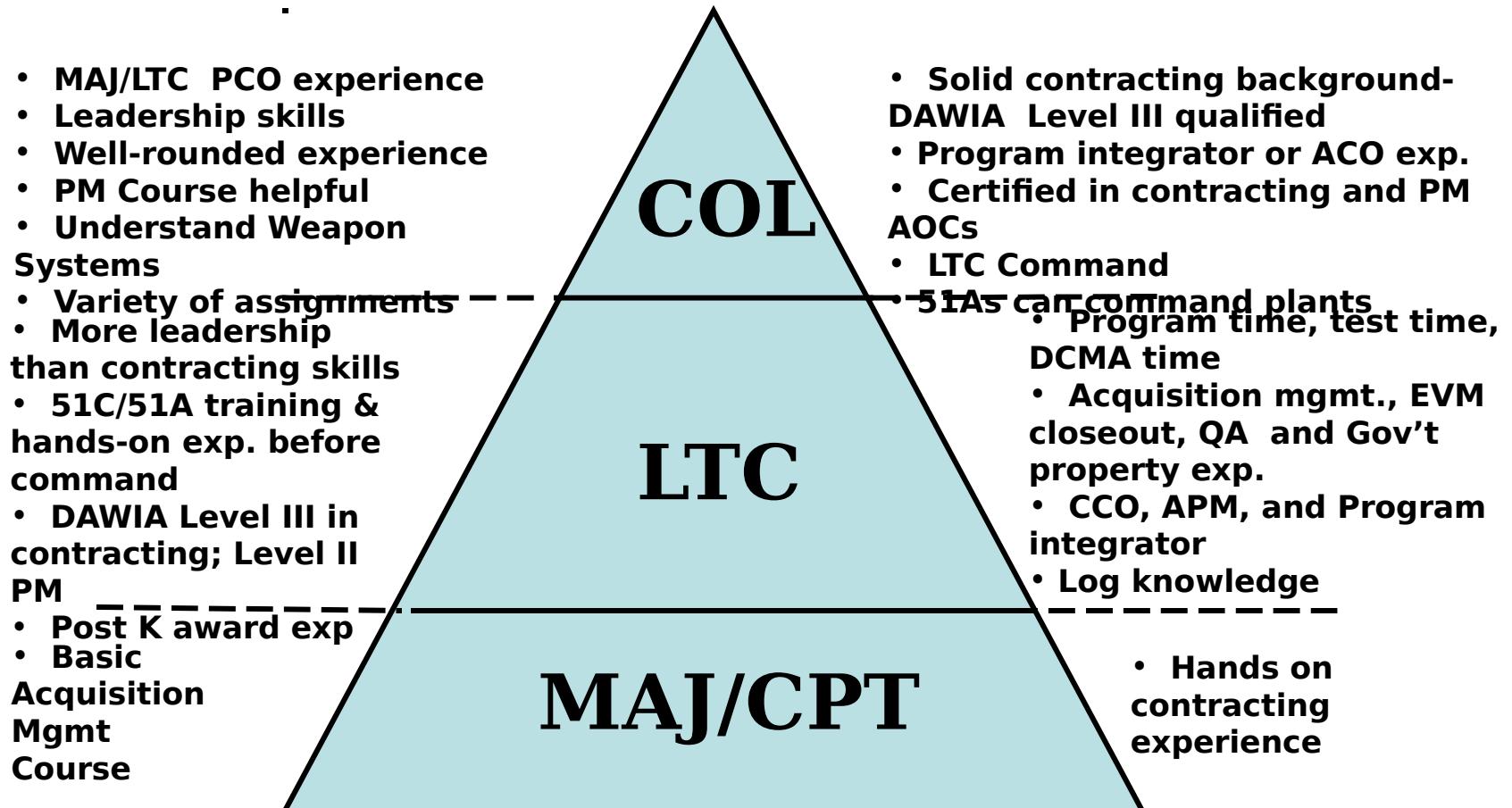
- Conduct/use reach back
- PMO Contracting
- Manage LOGCAP
- HQ Staff experience

- Knowledge of LOGCAP and reach back spt

- Systems/R&D contracting
- Construction & environmental contracting
- CS/CSS



DCMA Commanders' Comments: 51C Skills



Structure and Status

51C Distribution

	51C STRUCTURE						WEBTADS						TOPMIS										MAPL	
MACOM	TITLE	02	03	04	05	06	AUTHOFF	03	04	05	06	TOTALS	03	04	05	06	TOTALS							
AC	CONTRACTING COMMAND	0	4	12	11	4	31	1	12	8	7	28	8	17	12	6	43							
AE	ARMY ACQUISITION EXECUTIVE SUPPORT AGENCY	0	0	5	0	0	5	0	3	8	0	11	0	3	0	1	4							
AJ	ARMY TACTICAL APPLICATION ELEMENT (ATAE)	0	0	3	0	0	3	0	0	0	0	0	0	0	0	0	16						16	
AT	US ARMY TEST AND EVALUATION COMMAND (USATEC)	0	0	1	0	0	1	0	2	0	0	2	0	1	0	0	1							
CE	US ARMY CORPS OF ENGINEERS	0	6	6	0	1	13	0	2	0	0	2	0	8	0	0	8						8	
DF	DEPARTMENT OF DEFENSE AGENCIES (DOD)	0	14	58	28	1	101	1	35	34	11	81	8	46	36	0	90							
DJ	JOINT SPECIAL OPERATIONS FORCES ACTIVITIES	0	0	1	0	0	1	0	0	1	1	2	0	0	1	0	1							
DM	DIRECTED MILITARY OVERSTRENGTH	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1						1	
E1	US ARMY, EUROPE AND SEVENTH ARMY	0	0	1	0	0	1	3	3	1	0	7	4	4	1	0	9							
FC	US FORCES COMMAND	0	16	19	0	0	35	12	43	5	1	61	53	70	4	2	129							
G6	NETWORK ENTERPRISE TECHNOLOGY & 9TH SIGNAL CMD (NETCOM)	0	0	2	0	0	2	0	1	0	0	1	0	2	0	0	2							
JA	JOINT ACTIVITIES (LESS NATO)	0	0	4	0	0	4	1	0	3	0	4	0	1	0	0	1							
P1	US ARMY PACIFIC	0	4	4	0	0	8	2	5	3	0	10	3	8	0	0	11							
P8	EIGHTH US ARMY	0	0	0	0	0	0	1	0	0	0	1	2	2	0	0	4							
SC	USA SPACE & MISSILE DEFENSE COMMAND (USASSMC)	0	0	0	1	0	1	10	0	0	0	10	0	0	0	0	0							
SE	FOAS RESOURCED BY OA-22	0	0	1	0	0	1	0	0	0	0	0	0	1	0	0	1							
SJ	OSA JOINT & SUPPORT AGENCIES	0	0	2	1	0	3	0	0	0	1	1	0	2	2	1	5							
SP	US ARMY SPECIAL OPERATIONS COMMAND (USASOC)	0	0	1	0	0	1	0	1	1	0	2	2	2	0	0	4							
TC	US ARMY TRAINING AND DOCTRINE COMMAND	0	0	5	0	0	5	0	13	2	0	15	0	4	0	0	4							
X1	US ARMY MATERIEL COMMAND	0	19	12	1	0	32	5	12	7	1	25	12	13	3	2	30							
		63	137	42	7	249	36	132	73	22	263	92	184	59	29	364								
October		51C	CPT	MAJ	LTC	COL	WEBTADS	CPT	MAJ	LTC	COL	TOPMIS	CPT	MAJ	LTC	COL	MAPL							
2005		51Z	0	0	13	23	36																	
WEBTADS DATA										285														

Positions Requiring Contracting Training and/or Skills to Support the AFSB Structure

51 Positions

	51Z	51A	51C	51S	51T	
AFSB	7	7	7	7	7	35
PARC	12	0	16	0	0	28
CCBN	3	0	9	0	0	12
SRCCT	0	0	14	0	0	14
CCT	0	0	60	0	0	60
	22	7	106	7	7	149

51Z/C Positions

	06Z	05Z	04C	03C	
AFSB	0	0	7	0	7
PARC	4	8	8	8	28
CCBN	0	3	9	0	12
SRCCT	0	0	7	7	14
CCT	0	0	30	30	60
	4	11	61	45	121

Based on 7 AFSBs, 4 PARCs, 3 CCBNs, 7 SRCCTs and 30 CCTs

Indicates need for contracting training/skills

AFSB 51C Positions Requested versus Authorized

Requested

Position	06Z	05Z	04C	03C	Total
AFSB	0	0	6	0	6
PARC	4	8	20	20	52
CCBN	0	3	18	9	30
SRCCT	0	0	13	13	26
CCT	0	0	43	43	86
Total	4	11	100	85	200

Authorized

Position	06Z	05Z	04C	03C	Total
AFSB	0	0	7	0	7
PARC	4	8	8	8	28
CCBN	0	3	9	0	12
SRCCT	0	0	7	7	14
CCT	0	0	30	30	*60
Total	4	11	61	45	121

Requested based on 6 AFSBs, 4 PARCs, 3 CCBNs, 13 SRCCTs, & 30 CCTs

***Note: Battalion Commanders are responsible to select
deploying CCTs**

DCMA Army Spaces Needed to Support Contingency Operations

Grade	Assets Dedicated only to Contingency Contracting Support
CPTs	0
MAJs	55
LTCs	2
COLs	1
Total	58

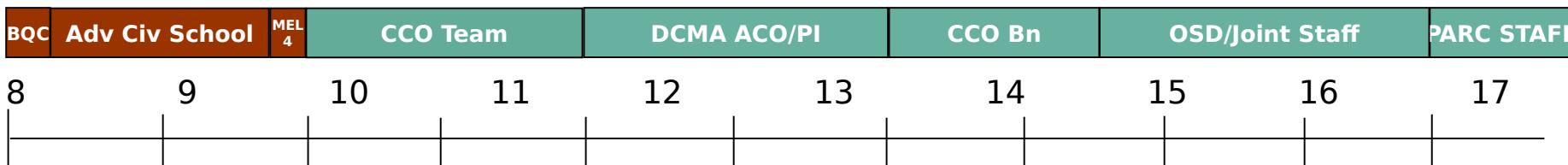
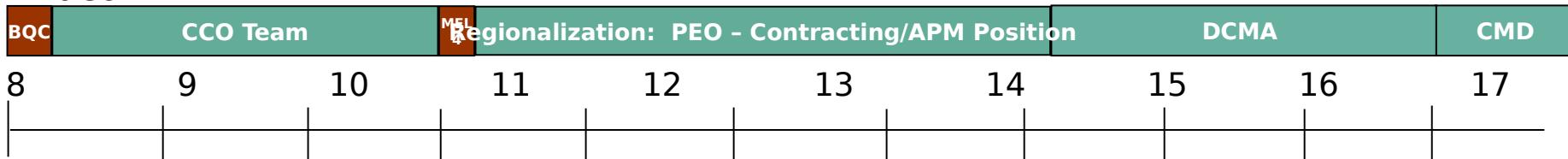
Officers Positions Requiring Contracting Skills

Grade	Must Have	No.	Highly Desirable	No.
Colonel	PARCs	4	ASC Acquisition Deputy	1
	DCMA Fwd ACOs	1	DASA P&P MILDEP	1
			AMCCP Deputy	1
			COE Deputy	1
			ACA CoS	1
			OPTEMPO Reqmts	5
	Colonel Totals	5		10
Lieutenant Colonel			ACA Installations	15
	DCMA Deployment	2	LCMC Acq Centers	12
	AFSB Structure	11	ALT Futures Office	1
			Staff Positions	9
			LOGCAP PMO	2
			DCMA	9
	Lieutenant Colonel Totals	13		48
Captains & Majors			ACA Branch Chf/IMA Spt	20
	DCMA Deployment	55	Construction Contracting	6
	AFSB Structure	106	Staff Activities/LOGCAP	11
	Special Ops Contracting	4	DCMA	7
	Captains and Majors Total	165		44
	Totals	183		102
	Grand Total			285

Career path

Career Path Alternatives

Ideal



Note: BQC for 51C = 13 Weeks; BQC for 51A = 12 Weeks

MEL-4 = ILE (15 Weeks) and IQC (4 Weeks)

Training Requirements

Level I/II Contracting = BQC (9 Wks) + Contracting Class (4 wks)
 Level I/II PM = BQC (9 Wks) + Logistics Class (3 Wks)

Level III Contracting = Add Adv Bus Solutions Course (2 Wks)
 Plus 2 Internet Electives
 Level III PM = Add PMT 352 A&B -PM Course (6 Wks)

Experience Requirements

Level I/II Contracting = 2 Yrs Con Experience
 Level I/II PM = 2 Yrs Acq Experience (at least 1 Yr in PM)

Level III Contracting = 4 Yrs Con Experience
 Level III PM = 4 Yrs Acq Experience (at least 2 Yrs in PM)

Education Requirements

Level I/II/III Contracting = Bachelors Plus 24 Semester Hours (Plus Desired Ed Rqmts)
 Level I/II/III PM = None (Only Desired Ed Rqmts)

Conclusions And Recommendations

Conclusions

- 51C AOC consists of 285 authorizations; 121 of those are earmarked for the AFSB structure.
- Approximately 101 positions are needed to build and ensure an adequate bench for war fighting needs.
- IPT findings and comments from DCMA commanders indicate that leadership, ability to advise commanders and having both contracting and PM experience are equally important as technical experience.
- Adjustments to 0-6 authorizations needed to reflect actual need - identified 15 0-6 positions that require level III contracting certification.
- A separate 51C track is not needed within the Army Acquisition Corps.
- A successful career path to 0-7 is available for all 51 FA members.

Recommendations

(Approved by LTG Yakovac on 6/19/06)

- Remove the distinction among 51 AOCs with the goal of a single Functional Area 51.
- Require the majority of entry level 51s to attend the contracting portion of the Basic Qualifications Course to provide sufficient personnel for AFSB structure, particularly CCO teams.
- Intensively manage officer assignments at all grades in order to meet the war fighting structure and DCMA requirements
 - Assignments may be less than 3 years
 - Use CSL slating to enhance the development of multi-functional acquisition officers
 - Increase positions that provide contracting expertise within the regions.
- Continue identifying positions in the MAPL needing contracting skills.
- Update appropriate documentation, e.g., DA Pam 600.3, Commissioned Officer Professional Development and Career Mgmt.

Back-up Charts

51C Active Duty Grade Distribution Matrix

51C	IDEAL AGDM	2 % TOLERANCE	WEBTADS	WEBTADS %	PYRAMID LOW	PYRAMID HIGH	POPULATION CHANGE NEEDED
COL	12.30%	12.05 TO 12.54%	30	10.53	34	36	4.34
LTC	34.60%	33.9 TO 35.29%	55	19.30	97	101	41.62
MAJ	53.10%	52.03 TO 54.16%	200	70.18	148	154	-51.71
CPT							
			285		279	291	

Positions Requiring 51C and Z Skills: Result of MAPL Scrub

51C	51C Must	51C/51A	* Fix 51C PDs	Total
COL	22	1	1	24
LTC	30	2	2	34
MAJ	47	11	2	60
CPT	22	6	8	36
51Z				
COL	9	5	3	17
LTC	7	3	2	12
Total	137	28	18	183

*** Note: Positions are approved as 51Cs or 51Zs.
MAPL position descriptions are incomplete.
ASA(ALT) will fix during next MAPL Review
Board and will add AFSB Positions.**